U-1 C 2/23/10

IBEW/City 2010 Negotiations-Union Proposals 2/23/10

<u>Union 1</u>	5.3.1 and 5.3.3 Working in higher classification. Clarifying what IBEW considers the intent of this section. Submitted 1/11/10
Union 2	11.1.2 Add section to require State Certification. Submitted 1/11/10
<u>Union 3</u>	11.1.1 and propose 11.1.2 Insert language for NFPA 70E. Submitted 1/11/10
	11.2 Remove last sentence concerning leave of absence. Submitted 1/11/10
	Union drops 11.2 part of proposal on 2/23/10
<u>Union 4</u>	Removal of Step Increases: Have only pay rate for those working under IBEW agreement. This would exclude the five steps.
	Union drops U-4 on 2/23/10
<u>Union 5</u>	Sick Leave Buyout: Allows unused sick leave hours to provide an earlier retirement.
Union counters to accept only the changes to 18.4 under C-13 conditional on accepting U-5	
<u>Union 6</u>	23.1 Add Aunt and Uncle to be considered a family member under Bereavement Leave. Submitted 1/11/10 Union drops U-6 on 2/23/10
<u>Union 7</u>	18.1.4 Modify Sick Leave notification language by getting rid of last sentence. **Union drops U-7 on 2/23/10**
Union 8	Continuation of Side Letters.
<u>Union 9</u>	5.11.1 Add the ability to use Educational and Professional Incentive to include the pursuit and maintenance of the State Electrical Certification. Submitted 1/13/10
<u>Union 10</u>	5.2.1 Change shift differential to a percentage rather than a dollar figure, and delete "in excess of one shift during a pay period."
	Submitted 2/18/10 Union drops "percentage" part of proposal U-10 on 2/23/10
<u>Union 11</u>	5.2.2 Delete "to start" and replace with where the majority of the shift falls. Union drops on 2/23/10

Union 12 9.4 Add "except as required by law. Submitted 2/1/10 10.1.2 An illegal provision. See IBEW vs. City of Gridley (1983) 34 Cal 3d 19, 193 Union 13 Cal (Rptr 518). We're asking to strike 10.1.2 Submitted 1/20/10 12.6.2 Change "may be arranged...." to shall be arranged. Union 14 Submitted 2/1/10 The Union has a concern that someone may interpret that only the MERO can arrange the meeting. Union 15 14.6.4 Add language to Reinstatement List language. Submitted 1/28/10 It is agreed that position reductions, which result in lay-off of employees Union 16 2.2 in the bargaining unit, constitute a significant impact on bargaining unit employees. Also, Strike employees and add one or more. Submitted 2-1-10 Union rephrases intent on 2/23/10 to state that our proposal is to change the language as follows "...which result in layoff of one or more employees of the bargaining unit constitute significant impact on" Union 17 Term: Three year contract Union changes proposal to two year contract on 2/23/10 Wages: 1^{st} year = 0%, 2^{nd} year = 0%, 3^{rd} year = 3% increase. Union 18 Union changes proposal to Wages: 1st year = 0%, 2nd year = wage opener and three (3) proposals.

IBEW 332 submits this proposal in an attempt to reach a settlement in negotiations. We reserve the right to change these proposals, reintroduce original ones, or otherwise work within the confines of the original Union proposal should this entire proposal not be accepted.